

**ABSTRACT**

LEAD APPLICANT ORGANIZATION NAME: **NYSUT Education and Learning Trust**

LEAD APPLICANT ENTITY TYPE: **Statewide Employee Union 501(c) 3**

LEAD APPLICANT CITY AND STATE: **Latham, New York**

SELECT GRANT CATEGORY:

State Apprenticeship System, Building and Modernization: up to \$4 million

Expansion of RAP Opportunities for Youth: up to \$5 million

Ensuring Equitable RAP Pathways Through Pre-apprenticeship Leading to RAP Enrollment and Equity Partnerships: up to \$3 million

Registered Apprenticeship Hubs: up to \$4 million for local, up to \$6 million for regional and up to \$ 8 million for national

If applying for the Set-Aside, please select the primary focus:

Equity partnerships and pre-apprenticeship activities, or

Equity partnerships only, or

Pre-apprenticeship activities only

PROJECT TITLE: **NYS EDUCATOR WORKFORCE RAP HUB**

FUNDING AMOUNT REQUESTED: **\$5,657,497.00**

APPLICANTS GEOGRAPHIC SCOPE OF PROPOSED PROJECT: **REGIONAL/STATEWIDE**

NUMBER OF APPRENTICES ENROLLED IN RAPS DURING THE LIFE OF THE GRANT: **1,725**

POPULATIONS TO BE SERVED: Underrepresented (ie. women, people of color), underserved (veterans), unemployed workers, underemployed workers, and career changers.

REQUIRED PARTNERS (Organization name and Entity type)

Classroom Academy - Intermediary sponsor; WSWHE BOCES - Joint group Employer and sponsor

- Cambridge Central School co-sponsor; Stillwater Central School co-sponsor; Schenectady City School co-sponsor; Lansingburgh co-sponsor

NYSUT Education and Learning Trust - (lead applicant) co-sponsor, Industry Association/Labor

State University of New York System Network (16 campuses teacher preparation) including:

- State University of New York Empire College - Post-Secondary Education Institution
- State University of New York Plattsburgh - Post-Secondary Education Institution
- State University of New York, Binghamton University - Post-Secondary Education Institution

Russell Sage Colleges - Post-Secondary Education Institution

New York Association of Training and Employment Professionals (NYATEP) - statewide workforce association; Jobs for the Future - national workforce association

OPTIONAL PARTNERS: NYSUT - Labor Association; NYS Department of Labor Apprenticeship Office - State Agency; Operation Socrates - Community Based Veterans Organization;

TEACHMEducation Services Group - private non-profit service provider, New York State Council of

State Superintendents - Professional Organization, New York State School Boards Association - Professional Organization

**PROJECT PURPOSE:** NYS will need 18,000 new teachers each year for the next ten years creating an imminent crisis. The time is now to re-engineer the educator workforce model to bring more people into the profession, provide career leadership opportunities to retain experienced professionals, and adequately prepare candidates for the profession so they remain in the profession. The establishment of the **NYS EWRAP HUB** will provide employers, union affiliates, and IHEs (public and private) with the tools and relationship structure to onboard into a new system. Potential candidates (including untapped, underemployed, underrepresented and underserved such as paraprofessionals, uncertified substitutes, veterans, and diverse candidates) will be provided greater access into the teaching profession. The **NYS EWRAP HUB** will support partnerships as an intermediary and create the resources and technical assistance needed so candidates training is contextualized, modeled, practiced, and guided by high-quality lead teachers/Journeyworkers. Candidates will be engaged with on-the-job experience and direct application of high quality-related instruction to produce a highly skilled workforce.

**SUBRECIPIENT ACTIVITIES:** Incentivize first time employers (school districts or BOCES) to develop RAPs, recruit, hire and onboard Apprentices; Program development with IHEs and union affiliates to embed related instruction into the on-the-job training.

**LIST OF CREDENTIALS TO BE AWARDED:**

- **NYS DOL CERTIFICATE OF COMPLETION**
- **NYS INITIAL TEACHING CERTIFICATION**

**SUMMARY OF PROGRAM ACTIVITIES:**

- Create awareness/knowledge of the RAP process with 720 employers & union affiliates.
- Facilitate the development of 75 RAPs throughout NYS to address the teacher shortage and train a highly skilled workforce (1,725 Apprentices) to fill current and anticipated vacancies.
- Technical assistance, as an intermediary, to assist sponsors in RAP development and execution.
- Collect RAP data to support annual expansion to scale high quality, sustainable programs.
- Disseminate processes, procedures, and protocols to implement high-quality, sustainable RAPs.
- Promote and encourage employers, unions, and IHE partners to develop and utilize pre apprenticeship pathways, through reverse engineering, to lead directly into RAPs.
- Establish a mentorship program for sponsors and RI to provide assistance and opportunities for networked learning, expansion, and growth.
- Create a toolkit with appropriate resources, materials, protocols, facilitation guide, and case study narrative to map out the work of designing a RAP, registering an Apprenticeship program, and accessing additional funding to support the Apprentice or employer.

**PUBLIC CONTACT INFORMATION:**

NAME: Colleen McDonald

TITLE: Director, NYS Educator Workforce RAP HUB

ADDRESS: 800 Troy Schenectady Rd. Latham, NY 12110-2424

PHONE NUMBER: (518)573-6368 EMAIL ADDRESS: [cmcdteach@gmail.com](mailto:cmcdteach@gmail.com)